



### EMPLOYEE ASSISTANCE PROGRAM

Each employee will receive up to six (6) free sessions on a rolling year. Dependent children or a spouse may also use the sessions.

### WELLNESS BENEFIT

Full-time employees have the option of joining the Stanly County YMCA. The county will fund half of the employee's membership.

### INSURANCE

Stanly County provides Health & Vision Insurance through Blue Cross/Blue Shield of North Carolina. The plan type is a PPO. Please see attached Summary of Benefits & Coverage. Employee only coverage is FREE! Stanly County provides Dental Insurance through Guardian. Employee only coverage is FREE!

### OTHER VOLUNTEER INSURANCE BENEFITS

Stanly County offers the following additional benefits:

- Flexible Spending Program
- Life Policy (Term & Whole)
- Cancer Policy
- Accident Policy
- Disability Policy
- Hospitalization Policy

### STANLY COUNTY EMPLOYEE HEALTH CLINIC

On-site Physician Extender services will be provided to Stanly County employees and their dependents who are covered by the current health insurance plan. This service does not take the place of your primary health care providers, but augments their care. Typically appointments are same day and at no cost to the employee.



## HOLIDAYS

New Year's Day  
 Martin Luther King Jr. Birthday  
 Good Friday  
 Memorial Day  
 Independence Day  
 Labor Day  
 Veteran's Day  
 Thanksgiving (Thursday & Friday)  
 Christmas (2 or 3 days)

## SICK LEAVE

	Hours Accrued Bi-Weekly
37.5 hr	3.46
40 hr	3.69
28 day cycle	3.92
56 hr	5.54

## ANNUAL/VACATION LEAVE

	37.5 hr	40 hr	28 day cycle	56 hours
Less than 2 years	2.89	3.08	3.23	4.62
2 years but less than 5	3.46	3.69	3.92	5.54
5 years but less than 10	4.04	4.31	4.57	6.46
10 years but less than 15	4.62	4.92	5.22	7.38
15 years but less than 20	5.19	5.54	5.86	8.31
20 years +	5.77	6.15	6.51	9.23

## PERSONAL LEAVE DAY

You will earn one (1) personal leave day per year.

## LONGEVITY

Longevity pay is earned after five (5) years of creditable service in the North Carolina Local Retirement System and at least one (1) year creditable service with Stanly County. The amount of longevity is based on years of service and a percentage of pay.

Years in Local Government Retirement System	Percent Logevity Bonus
5 years but less than 10	1.5%
10 years but less than 15	2.25%
15 years but less than 20	3.25%
20 years but less than 25	4.25%
25 years +	5.25%



## EMPLOYEE INFORMATION / BENEFIT SHEET 2020-2021

All information is based on permanent employment status.

### GENERAL PAYROLL INFORMATION

Stanly County employees are paid on a bi-weekly schedule (26 pay periods.) All employees are required to use direct deposit, which means your paycheck is automatically deposited into the bank account of your choice.

### RETIREMENT

You will be a member of the N.C. Local Government Employees' Retirement System. Stanly County is required to withhold 6% from each paycheck, and deposits that amount to the Retirement System. The County contributes 10.15% of each paycheck to the system. Any employee working 1,000 hours or more must be a member of the retirement system.

Stanly County has elected to participate in the death benefit coverage for employees under the Local Government Employees' System. This benefit is at no cost to the employee. If you should pass while still in active service after one year as a contributing member, your beneficiary will receive a lump-sum payment equal to your highest salary for 12 consecutive months during the 24 months before you pass. The lump-sum payment will be at least \$25,000 but no more than \$50,000 and is also paid if you should pass within 180 days of your last day of service provided you have not withdrawn your contributions. The death benefit is in addition to any other benefits to which your beneficiary(ies) may be entitled. For this death benefit, you may name the same or a different beneficiary(ies) than the one(s) you named to receive the return of contributions. If you are a state or local law enforcement officer killed in the line of duty, your beneficiary also may be entitled to a \$50,000 line-of-duty death benefit. This lump-sum benefit is administered jointly by the North Carolina Industrial Commission and the Department of State Treasurer.

Stanly County offers a 401(K) & 457-(b) plan through Prudential which allows you to deposit at least \$20 per month of your paycheck in a separate retirement system. You can choose to deposit up to 20% of your income.

You can participate in the NACO Compensation Program (Section 457.)